

## **Board Member Profile** **(Approved by the HFSA Board of Directors on 05-09-19)**

The HFSA Board Member Profile is used to:

- Identify and select potential candidates for the Board;
- Develop performance standards for Board members in order to monitor the performance of the Board as a whole as well as individual Board members; and
- Hold Board members accountable to their work, and take remedial action if needed

The Board Member Profiles is comprised of three key elements: leadership, governance and knowledge and understanding of the heart failure field.

The first element is leadership. These questions help determine skill in leadership:

- Do candidates have basic leadership skills... not an ability to manage, but to lead?
- Do they have at least a three-to-five-year horizon in their thinking?
- Can they guide the association into the future?
- Can they effectively direct the association's resources to achieve its goals and objectives?
- Do they have the ability to inspire and empower others?
- Can they build teamwork among peers with different needs and interests?
- What have they done to show that they can move people and an organization in the right direction?
- What examples can they give where they have been able to cultivate productive teamwork?
- In what instances have they skillfully and creatively directed resources to accomplish objectives?

The second element is governance. These question help determine skill in governing:

- Do the candidates know what it means to govern?
- Do they understand the duties and functions of a board and the role of a director?
- Do they know the duties of care, loyalty and obedience? Can they give examples of how they have exercised these duties?
- Can they demonstrate how they have governed appropriately and effectively in the past?
- Can they give instances where they have been able to elevate their peers from micromanaging to governance?
- What have they done to show that they can make judgments in the interests of the entire membership and deal with conflicting interests?
- Do they have the time to participate in governance and the willingness to commit to full participation?

The third element is knowledge and understanding of the heart failure field:

- Do they have an understanding of, and commitment to, the basic mission of the association?
- Do they have an understanding of the issues facing the heart failure field?
- Do they have a track record of volunteering in the association?